

OAKSEED GOVERNANCE COURSE

CLASS 2026-2027



Institute for National Transformation



FORMAT:

This is a 12-module programme delivered over one year through the Zoom platform and the Moodle Online Learning Management System. All learning activities and engagements are conducted on a weekly basis.



WHO SHOULD ATTEND:

This course is designed for mid- to senior-level leaders in both public and private sector organisations, across diverse spheres of influence, who aspire to or sense a calling toward higher levels of leadership - particularly in governance.

Those encouraged to attend include:

1. Policy and decision-makers.
2. Administrators and Managers.
3. Judicial Officers and Administrators.
4. Business or Company Owners.

In addition, leaders who desire to grow in influence and effectiveness within their respective spheres will find this programme highly beneficial.



COURSE STRUCTURE:

Each module consists of 7 Units derived from each of these 7 tracks:

- 1 Leadership Track
- 2 Governance Track
- 3 Spiritual Track
- 4 Book of the Month
- 5 Biblical Character of the month
- 6 Skills/Practices Track
- 7 Experiential Learning Track



LEADERSHIP TRACK TOPICS:

1. Ingredients of Effective Leadership
2. Building Reputational Capital
3. Peace Building
4. Introduction to Systems Thinking and Systems Dynamics
5. Leadership Foresight
6. Leadership in Hostile Environments
7. Leadership Emotional Intelligence
8. Effective Change Management
9. Fostering Cultural Transformation
10. Manpower and Succession Planning
11. Pitfalls in the Leadership Journey
12. Leadership Ideology



GOVERNANCE TRACK TOPICS:

1. Overview of Africa's History
2. The Significance of Local Governance in Africa's Development
3. An Overview of Africa's Parliaments and Legislative Processes
4. An Evolution of Africa's Judicial Systems and Processes
5. An Overview of Africa's Political Economy
6. A Review of Africa's Agenda 2063
7. Organizational Leadership: The Role of Boards
8. Strategies for Community Development
9. Stakeholder Engagement
10. Globalization, Geopolitics and Global Leadership
11. International Relations/Trade
12. Essentials For Running for Political Office



SPIRITUAL TRACK TOPICS:

1. The Call to Leadership
2. Understanding the Spiritual Dimensions of Leadership - Thrones
3. Understanding the Spiritual Dimensions of Leadership - Altars
4. Spiritual Warfare for Leaders
5. Understanding the Kingdom of God
6. Character Qualifications for Leadership
7. God's Purpose for Government
8. Hearing God's Voice
9. Wisdom in Leadership
10. Conquering the Giants Within
11. Handling and Managing Success
12. The Past and Prophetic Future of Africa



BOOKS OF THE MONTH:

1. The Leadership Challenge
2. The Four Disciplines of Execution
3. Constitutional and Political History of Uganda
4. Africa is Not a Country
5. The Old Testament Template
6. Positioning Africa for the 21st Century
7. Mindset Change for Community Development
8. Africa's Industrialization and Prosperity
9. Up and Out of Poverty
10. The Jewish Phenomenon
11. Why Great Men Fall
12. The 8th Habit

Guidance on how books can be accessed will be provided.



LEADERSHIP LESSONS FROM THE BIBLICAL CHARACTER OF THE MONTH:

1. Abraham
2. Joseph
3. Moses
4. Joshua
5. Deborah/Jael
6. King Saul
7. King David
8. Jezebel/Ahab
9. Daniel
10. Queen Esther
11. Paul
12. Jesus



SKILLS/PRACTICES TRACK:

1. Cultivating a Biblical Work Ethic
2. Healthy Lifestyle for a Leader
3. Cultivating Negotiation Skills
4. Cultivating a Reading Culture
5. Presentation & Grooming for Leaders
6. Communication Skills for Leaders
7. Managing Meetings
8. Protocol for Leaders
9. Media and Public Relations for Leaders
10. Building Teams and Networks
11. The Art of Decision Making & Problem Solving
12. Statistics and Analytics for Leaders

EXPERIENTIAL LEARNING TRACK:

1. Delivery of a One-Year Goal:

Each leader is supported to define, plan, and execute a clearly articulated One-Year Goal. This goal may build on an existing initiative or be newly developed, but it must be realistic, measurable, and fully deliverable within the duration of the programme.

2. Field Trips:

a) Personal Field Trip:

Each leader is required to undertake a visit to an organisation, project, or individual from whom valuable insights can be drawn to support the delivery of their One-Year Goal. During this engagement, the leader is expected to spend meaningful time observing operations, engaging with key stakeholders, and identifying practical lessons that can be adapted and applied to their own project.

b) Group Field Trip:

This field trip is organised by the programme administrators and undertaken by the entire class. Its purpose is to expose participants to diverse transformational approaches in practice. During the visit, the cohort will observe systems, processes, and organisational dynamics, and distil practical lessons that can be adapted to their respective One-Year and other transformational engagements.

3. Mentoring Programme:

Each leader is required to mentor at least two individuals. Through this engagement, the leader is expected to transfer key insights and lessons from the programme, equipping their mentees to exercise impactful and values-driven leadership within the marketplace.

COURSE DELIVERY:

The programme is delivered online through Zoom and the Moodle Online Learning Management System. Each leader is assigned to a peer group and supported by a dedicated Course Advisor.

Two learning pathways are offered, and each leader selects one:

Option 1 – Synchronous Learning (SL):

Leaders attend live Zoom sessions every Saturday morning, featuring two facilitators covering topics from two different units. All sessions are recorded and uploaded to the Moodle Online Learning Management System for future reference. Following each session, leaders are required to provide feedback, submit reflective responses on both lectures, and actively engage with peers through the online Discussion Forum.

Option 2 – Asynchronous Learning (AL):

Leaders access weekly teaching videos (covering two units) via the Moodle Online Learning Management System. These recordings, drawn from the synchronous sessions, are made available for flexible, self-paced learning within the week. Leaders are expected to provide feedback, submit reflections on both lectures, and participate in the online Discussion Forum.

All assignments and discussions for each unit must be submitted through the Moodle Online Learning Management System.

Unit 7 – Experiential Learning:

Under Unit 7, leaders engage in structured peer discussions, guided by their assigned Course Advisor, focusing on progress toward their One-Year Goal and implementation of the Mentorship Programme. The Advisor also provides ongoing guidance throughout the leadership journey and conducts periodic reviews of submitted work to support growth and accountability.

ASSIGNMENTS:

This is a graded training programme, and all assignments will be assessed and contribute to the final evaluation.

a. Submission Timelines:

All assignments for a given module must be submitted by the end of the relevant month. Weekly reflections are due each week, end-of-unit reports are due monthly, and book reviews are due quarterly.

b. Submission Platform:

All written assignments must be completed and submitted through the Moodle Online Learning Management System.

c. Late Submissions:

Assignments submitted after the stated deadlines will attract penalties. The longer the delay, the greater the deduction in marks.

ASSESSMENT:

Assessment will be based on active participation in class and online discussions, the quality of reflective writing assignments, progress in the delivery of the One-Year Goal, and engagement in the Mentorship Programme.

DISCONTINUATION:

Leaders are expected to submit all assignments within the stipulated timelines. Failure to submit assignments for two modules on time may result in discontinuation from the programme. In addition, failure to pay fees as required may lead to temporary suspension of access to the Moodle Online Learning Management System.

GRADUATION REQUIREMENTS:

To qualify for graduation, the Leader must fulfill the following requirements:

- a. Demonstrate satisfactory delivery of the One-Year Goal
- b. Complete and submit all required assignments
- c. Successfully implement and complete the Mentorship Programme
- d. Fully settle all tuition fees

TUITION:

The total tuition for the 12-month programme is **UGX 7,200,000** or **USD 2,000**. Payment may be made using any of the following options:

- a. **Lump Sum:** Full payment before the start of the programme
- b. **Monthly Installments:** UGX 600,000 or USD 167, payable before the beginning of each month
- c. **Quarterly Installments:** UGX 1,800,000 or USD 500, payable before the start of each quarter

The **first instalment must be paid by 30th June 2026**, prior to the Course Orientation scheduled for **18th July 2026**. Proof of payment should be sent to **oakseeduganda@gmail.com**.

Bank Payment Details:

Bank: Bank of Africa, Oasis Branch

Account Name: Institute for National Transformation

UGX Account No.: 08364370015

USD Account No.: 08364370002

SWIFT Code: AFRIUGKA

Online Payments:

- Pesapal online payment option supporting VISA, MASTERCARD, and all Mobile payments are provided through MOODLE

Mobile Money Payments:

- **MTN:** *165#; Financial Services; Send to Bank Account; Bank of Africa; 08364370015; Amount.
- **Airtel:** *185#; Financial Services; Banks; Bank of Africa; 08364370015; Amount.

For further information regarding fees and payments, please contact: **Ms Esther Nadunga** on **+256779207922** or via email **oakseeduganda@gmail.com**.